

IN FOCUS

The Official Publication
of the Jamaican
Canadian Association

February 1998

SERVING THE BLACK AND CARIBBEAN COMMUNITY FOR OVER 36 YEARS

Support the JCA Building to Serve Capital Fund-Raising Campaign

By Kamala Jean-Gopie

For the past thirty six years, the Jamaican Canadian Association (JCA) has played a significant role within the Jamaican, Caribbean and Black community. It has provided a wide range of services which are responsive to a variety of needs within the community. The services include academic upgrading for students, summer camp for children, life-skills workshops for at-risk teenagers, counselling for abused women, settlement information for new immigrants, group activities for seniors and representation for the community in public matters.

With increasing demand for service, the JCA out grew its home on Dupont Street. A property which has the potential to meet our needs, was purchased at 995

IMPORTANT: PLEASE ATTEND

QUARTERLY GENERAL MEETING

Sunday February 22, 1998

2 to 6pm, JCA Centre
995 Arrow Road

(416) 746-5772



Mr. & Mrs. Clancy handed out 250 gifts at JCA Annual Christmas Party to children.

Arrow Road in North York. We have now embarked on an ambitious \$ 3,000,000.00 fund-raising campaign. The funds raised will be used to pay for the property, renovate the building to suit our purpose, set up an endowment fund for building maintenance, as well as establish a program endowment fund to ensure the continuity of vital social programs.

I believe that every member of our community should support this campaign! No amount is too small. Pledging as little as 10 cents per day for three years, the life of the campaign, results in a donation of over \$ 100.00, all of it tax deductible. Pledging one dollar per

day for the same period would result in a donation of over \$1000.00.

Why should we all support the campaign? There are a number of reasons, some of which are listed below.

1. As a community, we must show leadership and commitment by supporting what we say we value.

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Black History Month: a celebration of our past, present and future.

by Neil Armstrong

When Jamaica's first national hero, Marcus Mosiah Garvey reminded Africans in the Diaspora that "a people without the knowledge of their past is like a tree without roots," his message was heeded by his own followers (Garveyites) who were members of the United Negro Improvement Association (U.N.I.A.). Today there are still followers of Garvey along with members of Rastafarians movement who hold his teachings as a guide in their daily life. His teachings were about Black pride, Black nationalism, Black entrepreneurs and the central role of Africa in the history of Black people across the world. One of the sad things is that many Jamaican, Caribbean and African-Canadian students in high schools in Canada do not know much about their Black history. It needs to be taught in schools and parents have to inculcate in their children the love of books and oral histories. I mention oral histories because it complements or challenges what we read in texts. People like human rights activist Bromley Armstrong, Judge Stanley Grizzle, Honourable Louise Bennett-Coverley, Rita Cox, Rosemary Sadlier and Herb Carnegie are a few of the names that come to my mind as oral repositories of history.

Judge Stanley Grizzle recently published a book, "My Name's Not George" which spans 70 years of Canadian social history. The title comes from his experiences working as a sleeping car porter for the Canadian Pacific Railway. Herb Carnegie has documented the racism he suffered in Canadian hockey in his book, "A Fly In A Pail Of Milk" and Rosemary

Sadlier, the president of the Ontario Black History Society has written several books. There are so many people that we can learn from: Lawrence Hill recently wrote "Any Known Blood"; Rachel Manley has written "Drumblair"; Rinaldo Walcott has written "Black Like Who" and Austin Clarke has written "The Origin of Waves." There are many other books available in bookstores like A Different Booklist and Third World Bookstore. Carolyn Wilson and Howard Sheffield of the Sheffield Park Black History and Cultural Museum and the Black Cultural Centre for Nova Scotia are some of the places you can start in your search to know your history.

IN FOCUS

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Newsletter Layout: Robert Small

Letters and submissions welcome. The Editorial Committee reserves the right to edit materials for length.

President's report

by Herman Stewart. President

First, I would like to wish all members and friends a very happy and prosperous New Year! 1998 is shaping up to be a very exciting year for the JCA. Our building renovation plans are moving ahead smoothly and by the time you receive this newsletter we should have our building permit. We have submitted a proposal for a construction loan to the Royal Bank and are optimistic that our proposal will be approved sometime in February.

On Sunday, January 18, 1998 we held an information session for tradespeople who are interested in working on our building renovations. Approximately 35 tradespeople attended, some of whom indicated willingness to volunteer their labour.

If all our plans go as expected, we should be ready to start the renovations March 1st with an expectation that it will be completed by July 31st. We are tentatively holding August 15th for the grand opening. We have sent the Prime Minister of Jamaica an invitation to cut the ribbon at the opening ceremonies.

Our fund-raising is moving ahead and our corporate campaign has received pledges and donations of \$82,000.00 so far. We have a long way to go and we need the support of the entire community.

The Ontario legislature passed our private bill into law on December 18, 1997. This means that we will no longer be paying property taxes which amounts to \$36,000.00 per year. I would like to express my sincere gratitude to our MPP, Mario Sergio and our own, Alvin Curling for their work in steering the bill through the legislature.

Our Task Force recommendations are ready to be voted on at our February 22nd membership meeting and I hope you support these recommendations.

We were successful in our lobbying

efforts to have the scope of Judge Adams' review of the police/ SIU widened to cover all officers, not just witness officers as the government had proposed. We will be

making a presentation before Judge Adams the 1st week in February.

We have a very full and interesting agenda for our February membership meeting so I hope you will make every effort to attend.

Support...continued

2. We must give something back to our community as a way of ensuring that the most vulnerable among us do not become further disadvantaged.

3. We must endeavour to show that we have the capacity to finance a centre which provides service to our community.

4. We need to show the wider community from whom we are also seeking financial support, that indeed we are prepared to put our money into what we value, into the provision of services for our children, youth, women, newcomers and seniors.

5. We must have a centre which all of us can use for a wide

variety of events. For too long we have had to use the facilities of hotels, churches and other ethnocultural organization at exorbitant cost to us.

Too often, we seem able to come together only around crisis issues and then our response is merely reactive. The Building to Serve campaign provides us with an opportunity to take proactive action which supports preventative and remedial measures to enhance and enrich the quality of life for the most vulnerable in our midst.

Please send your donation to the JCA "Building to Serve" 995 Arrow Road, North York, M9M 2Z5.

Notice is hereby served that there will be a motion at the Quarterly meeting to amend the constitution to incorporate the recommended changes of the Task Force.

SUPPORT THE JCA!!!

Membership Committee Report

by Francella Moore, Membership Chair

The membership appreciation which took place on November 22, 1997, was again successful. There were more than 60 members in attendance. The Consul General, Mr. Herman LaMont, was invited. He attended and gave a speech commending everyone on their continuous involvement with the organization. Mr LaMont also greeted each person individually, encouraging them to continue their participation in the organization. JCA President, Mr Herman Stewart, gave an update on the re-zoning of our property and Ms. Rita McLean gave a brief history of the JCA violence against women program.

The children's Christmas party was very successful. There were more than 250 children in attendance. Thanks to Grace Kennedy, Patty Palace, McDonald Restaurant and to all the people who gave donations and/or their time to make the event a success.

We are appealing to everyone who has changed their address and/or telephone number to advise us so that we can update our files. If you have not yet paid your membership fee for 1997/1998, please do so before March 31, otherwise, you will not be eligible to vote at the Annual General Meeting in May 1998.



Akila Thompson-Powell receives her Christmas gift from Mrs. Clause.



Mark Merritt receives his gift from Mr. Clause

Newsletter gets new look!!

By Pauline Tomlinson, First Vice-President

I am sure that JCA members are delighted with the new format of our newsletter. Congratulations to Billroy Powell and Robert Small for their tremendous contribution.

I am suggesting that we investigate the possibility of including advertisements in future newsletter. This could be an important source of revenue for our building.

JOIN THE JCA TODAY!!

FOR COMMUNITY
FOR YOURSELF

CALL (416) 746-5772

Support JCA Fundraising Initiative

By Alton Telfer, 2nd Vice-President

First, let me use this medium to wish you and your family a blessed 1998, good health and prosperity. Many of us have encountered much turbulence in our paths during 1997, some have survived, while others did not. We, the survivors have a lot to be thankful for. I must also state that 1997 was a very challenging year for The JCA board of Directors. Among the challenges that we encountered, the re-zoning process for our property was the most significant and stressful. I am not sure that our membership comprehend the monumental hurdle we had to overcome in order to get our re-zoning application accepted. We have to be greatful to our President, Herman Stewart, for making time to attend the hearings. There were times when it appeared as if we were going to lose the battle. However, he stood firm. He lobbied the people who manage and run the system, among other things. Such actions brought us to where we are today. We can now feel relieved of that burden and say "Free at Last".

The next step is to carry out the renovation. We need funds and a lot of it. We are counting on you to give a donation, large or small. Remember that you will get a tax receipt for your donation which will help you to retrieve a portion of your money when you submit your income tax return.

Our Annual Walk-A-Thon is usually the first Sunday in May. This year we are expecting a much larger turnout. The fundraising committee under the stewardship of Pat Williams will be issuing sponsorship forms soon. You should phone into the office (746-5772) and request a form so that you can start getting sponsors early. You may also ask a relative or friend to come out and walk as well, providing they are

willing to get sponsors. This is one sure way you can make a contribution to the building fund. Stay tuned, another big raffle is being organized.

In years to come, the need for this Association in the community will be much greater than it is today. We cannot always rely on government grants to fund our programs and to do the many things we would like to do for our youths and seniors. To ensure that we stay viable and become even bigger, I would like to suggest that we give serious consideration to the idea of including the Association in our will before we pass on. This method works very well in other communities and I am sure it can work for us. Think about it!

ANNOUNCEMENT

Would you like to help an adult learn to read and write? Can you spare 2 - 4 hours a week? Do you live in the west end of Toronto? Volunteer tutors needed! Tutor Training - February 21 and 28, 1998. For more information please call ALFA at (416) 652-3652.

JCA 1998 Bingo Schedule

Date	PM	Coordinators
Feb.	7:00	B. Carter
Feb.	1:00	N. L. Bailey
Feb.	10:30	B. Carter
Mar.	10:30	B. Carter
Mar.	1:00	N. L. Bailey
April	7:00	B. Carter
April	10:00	N. L. Bailey
May	1:00	B. Carter
May	1:00	N. L. Bailey
May	10:30	B. Carter
June	7:00	N. L. Bailey
June	7:00	B. Carter

"Love can never be found inside of a fist!"

The JCA Violence Against Women Program

Services are free and confidential.
Immediate appointments.
Contact:
Rita McLean (416) 746-5772

McCarthy Tetrault donates legal services to JCA

By Pauline Tomlinson, First Vice President

McCarthy Tetrault, a Canadian national law firm which ranks among the largest law firms in the world, has established an enviable reputation in Canada's legal community and abroad.

The firm has expertise in a vast array of legal arenas. In addition, there is a commitment to people which is reflected in the equitable opportunities that are provided for the many articling students and lawyers employed by this firm.

McCarthy Tetrault's philosophy of commitment and equity is further demonstrated in its contribution to community work. As a consequence, through one of the eminent partners, Mr Brian P. Smeenk, the firm has offered to the Jamaican Canadian Association "pro bono" legal services for a specific pe-

riod.

On behalf of you, the members, the Board of Directors wish to take this opportunity to thank both Mr. Smeenk and McCarthy Tetrault for their generous contribution.

Our community should endorse and support organizations such as this, which take a genuine interest in the Association's programs and development.

We have asked Mr. Smeenk to speak to our members at our Annual General Meeting in May 1998. At that time, members will have an opportunity to personally thank him for his excellent professional services.

Get your Black History Month Posters!!

Robert Small, a past employee of the Jamaican Canadian Association is now employed by the East York Board of Education.

Robert is spearheading an innovative project for Black History Month. He has designed posters depicting African and Canadian History and these will be placed in strategic locations throughout the City of Toronto.

JCA is a proud sponsor of this exceptional work. The poster can be obtained at the center with any contribution towards our Building Fund and at designated locations throughout Toronto.

We commend Robert for his talent and ingenuity. He shares with the JCA our imminent dream of a centre for all people of African and Caribbean descent and for all others who identify with our goals.

We are requesting all members to pay keen attention to these posters which will be located at the JCA Centre at 995 Arrow Road, and other locations. Encourage all your friends and acquaintances to make a contribution to the Building Fund in the coin boxes placed at the designated locations.

Olivia Thompson-

Powell receives

her Christmas

Gift from

Mrs. Clause

Upcoming events

Women's Committee

(Black women and Men - Building a community based on Equity) Mar. 28.

Children's Bun & Cheese Party
Sat. Apr. 11, 1998.

Youth Conference Saturday, May 2
Brookview Middle School

Mothers' Day Brunch Sun. May 10



JCA's member receives certificate

by Billroy Powell

On December 17, 1997 the then City of Scarborough honoured all members of Council, Boards and Committees at a formal function held in the Council's Chamber followed by a reception in the Rotunda.

JCA's 2nd Vice-President, Alton Telfer, received a certificate of merit from Mayor Frank Faubert.

Mr. Telfer, was appointed by Scarborough council in 1991 to serve on a three-man Board that forms the Court of Revision. This court listens to property owners who are seeking a reduction in their taxes and other services for which the City has invoiced them.

Mr. Telfer's term of office ended with the birth of the Megacity.

The Mayor paid tribute to all those who served the City of Scarborough and express his thanks for a job well done.



Alton Telfer receives certificate of merit from Scarborough Mayor Frank Fubert

Women's Committee Report

By Pam Powell, Women's Committee Chair

The Women's Committee has been keeping the women's equity agenda alive within the JCA. We continue to meet and develop our action plan with the goal of meeting the changing needs of the community. Our plans will include the JCA membership and the wider community.

Activities Carried out in 1997:

Seminar: Prostate Cancer

This seminar was presented by Dr. Gervais Harry, a urologist. The purpose of the seminar was to raise awareness of Prostate Cancer, educate and inform the community of the prevalence and high incidences of this disease among black males. Dr. Harry gave a slide presentation with an over view of the disease, focusing on such aspects as surgery, risks and benefits. Participants also heard a

survivor's perspective and experience. In addition, a presentation was made by Ossie Roberts from the "man to man" organization, a support group for survivors of Prostate Cancer. He explained the purpose of the group and how we may join. There were 85 people in attendance; many were survivors.

Workshop: Empowerment Through Knowledge

This workshop was a joint venture with the Education Committee. The theme of the workshop was "Empowerment Through Knowledge". Topics discussed included Immigration and Citizenship, Parents Advisory Council,

hypertension and diabetes.

Future Plans

The Women's committee and the JCA Board will soon finalized our 5-year plan to put into action some of the components contained in the United Nations Beijing Platform for Action: adopted at the 4th World Conference for women, held in Beijing in 1995.

March 5, 1998-The Women's Committee will participate in the 1998 International Women's Day Award Celebration, sponsored by Women's International Network (W.I.N.).

March 28, 1998-Forums: Theme, "Black Women and Men: Building a community based on equity". This will be a collaborative effort between the JCA Women's Committee and the National Action Committee on the Status of Women (N.A.C.) in

Continued on Page 12

The impact of violence on women's health

By Rita McLean, VAW Counsellor

Most women in abusive relationships do not realize the serious impact that abuse can have on their health. Abusive relationships can lead to serious physical injuries, mental depression and abuse can also be fatal.

Women may experience one or many forms of abuse. The abuse might be physical, emotional/psychological, sexual or economic and may occur daily or every couple of months. Abusive behaviour on one hand are sometimes subtle and unpredictable, on the other hand it may be predictable to the minute.

An abuser might be a boyfriend, husband, common-law partner, same-sex partner or some family members. Sadly many abused women are unable to recognize or admit that their relationship is abusive. This is one of the many barriers that prevent women from leaving an abusive relationship or telling

someone about it.

A woman who lives with abuse on a daily basis experiences stress which wears her down in many different ways. If she is being physically assaulted she will have many physical injuries. For example bruises, concussion, cuts and burns. Some of these injuries will heal over time, however, if a woman has been in an abusive relationship for a long period of time and the assaults are frequent and severe, the abuse can result in life long health problems.

Pregnant women are at a greater risk of abuse. In fact, abuse generally begins during pregnancy. The rate of miscarriages and stillbirths is higher among abused women. There is also the risk of the fetus being harmed. Leaving

an abusive relationship is very difficult and women face many barriers in trying to do so. However, the longer a woman stays in the relationship, is the greater the impact on her health.

Fortunately, today there are many places where women can get emotional and practical support. Women, take charge of your health now before it is too late. Leave your abusive relationship now and seek help.

**GIVE TO
THE JCA
BUILDING
FUND!!!**

Activities of the Caribbean Youth Project

By Michelle Allick, CYP Counsellor

On November 29, 1997 the Caribbean Youth Project partnership held their second annual family reunification conference for youth and parents. The conference allowed parents and youth to communicate with one another about the pain, anger, and hurt they are feeling during the reunification process. Participants enjoyed the conference and would like to see smaller follow-up workshops throughout the year.

Winter Retreat

On January 31, 1998 Caribbean youth who have recently arrived in Canada went on a one day winter retreat. The youth got the opportunity to learn how to do cross country ski and

learn some basic downhill ski techniques. The purpose of the retreat was to allow Caribbean youth to appreciate winter sports. Winter goes by faster when you are active. It proved to be a fun day for everyone involved.

Upcoming Activity

In March, we will be having our second annual career fair for youth. Professionals and small business people from the Black community will inform youth about their careers and how they achieved their goals. This fair will give youth the opportunity to learn more about what they need to do

ANNOUNCEMENT

Are you interested in working with children?

If "yes", then join our tutoring team. We tutor children between the ages of 7-13 in Mathematics and English. At the JCA Centre 995 Arrow Road Saturdays, 10 am - 1pm For more info. please call

(416) 746-5772

Report on JCA Task Force Recommendation

On November 15 and 16, 1997, the JCA Board of Directors, past presidents, founding members and representatives of our staff team, seniors group, women group and youth met in Aurora and reviewed our Task Force recommendations.

The following is a summary of their recommendations which will be discussed and voted on at the February 22, 1998 Quarterly Membership Meeting.

Board Structure and Nomination Process

A. Structure

Task Force Review Recommendation

Merge the 1st and 2nd Vice-Presidents positions and create one Vice-President.

Retreat Proposal

Creation of one (1) Vice President only.

Task Force Review Recommendation

Merge the Building and Fundraising Committee to form one Fundraising Committee.

Retreat Proposal

No. Fundraising and Building Committees retained as separate committees

Task Force Review Recommendation

Merge the Social and Membership Committee to form one committee-Membership Committee.

Retreat Proposal

Yes. Functions of Social Committee redefined and redistributed to a new Membership Services Committee and the Fundraising Committee.

Task Force Review Recommendations

Add a public relations officer.

Retreat Proposal

Add Public Relations Committee.

Task Force Review Recommendation

Add a Youth Representative.

Retreat Proposal

Add Youth representative to Board, with right to vote.

Task Force Review Recommendation

Add a Seniors' Representative.

Retreat Proposal

Add a Seniors' representative - non voting- Affiliate). Add a Women's representative - non voting- (Affiliate)

Action Required

Prepare job descriptions of Board functions. Identify where changes in job descriptions necessitate Constitutional changes.

Timeliness

Report to Board not later than the end of January 1998

New job descriptions reported to AGM in May 1998.

Proposed Board Structure Officers

Elected: President

Elected: Vice President

Elected: Executive Secretary

Elected: Treasurer

Committee Chairs

Elected: Education & Culture

Elected: Membership Services

Elected: Building

Elected: Public Relations

Elected: Fundraising

Elected: Youth

N/Voting: Immediate Past President

N/Voting: Women (Affiliate)

N/Voting: Seniors (Affiliate)

N/Voting: Executive Director

Board Total=14

(currently 12)

Nomination Process

The Task Force Recommends:

That the Nominating Committee is struck at the beginning of the year (at the AGM); that this committee functions on a year round basis and work with all committees in the association to identify potential candidates for the Board.

That the Board be empowered to fill positions that are not filled at the AGM after checking the skills and abilities of the potential new director.

New Recommendation regarding Nominations from the Floor

At Annual General Meetings, if a person is nominated from the floor, Nominating Committee is required to explain the functions and responsibilities of the person in that position (in-

Report on JCA Task Force Recommendation

Retreat Proposal/Response
cluding time required) so that nominee can make an informed choice about accepting the nomination.

Membership Services Task Force Review Recommendation

That the Membership Committee send written reminders to members regarding membership renewals.

Retreat Proposal / Response

JCA will invoice members individually for dues annually, and that the Membership Committee will institute a process for dealing with renewal and arrears by February 1, 1998.

Task Force Review Recommendation

That the Association reduce the number of reports at the membership meetings and provide more information on current events/issues, more information on Jamaica and other Caribbean countries guest speakers at the meetings, using a variety of audio/visual techniques to improve the meetings. All of this should be done in a tight time frame.

New process since August 96, with respect to reports presented at Annual General and Quarterly meetings:

Three reports only:
President (including information and summations from all committees)

Treasurer and Executive Director Board will design agendas to incorporate:

Current issue and information on Jamaican/Caribbean countries through speakers, written material, etc.

That the organization undertake a clear plan of action to outreach to groups who are not represented in the association.

Membership Process Retreat Proposal / Response

That the Membership Committee and the Public Relations Committee develop a plan for outreach to other Jamaican groups who have not been represented in JCA for information, recruitment, and support.

Process to be in place for May 1998 Annual General Meeting

Suggestions to Membership Committee

Investigate the use of a Web Page/Site on the internet for JCA's Membership and potential membership.

Investigate pros and cons of using Mastercard and American Express, in addition to

VISA. Recommend revising (membership) application form and submitting draft revision to the Board.

ADVOCACY

Task force review recommendation

That the board begin to take steps to increase its advocacy work in the various areas identified in this report

Retreat Proposal / Response

JCA is advocating (including proactively) about policing, immigration, race relations, housing, employment equity (e.g. about fire fighting) human rights, domestic violence.

- ◆ Will undertake to ensure our work is better known.
- ◆ Newsletter (In Focus) to be placed in businesses (Public Relations committee's responsibility)
- ◆ Have to pay attention to limited resources of JCA.

JCA PRIORITIES

A. RECOMMENDED PRIORITIES FOR JCA

- ◆ building
- ◆ social services
- ◆ youth at risk or not at risk
- ◆ employment
- ◆ seniors
- ◆ families (including single parents)

Report on JCA Task Force Recommendation

B. YOUTH

Task Force Review Recommendations

That in regards to program direction, more emphasis and priority be given to youth services/programs.

Retreat Proposal/Response

- ◆ show the recommended priorities publicize what is done for youth, including "at risk"
- ◆ publicize plans for youth in new building:
 - computer training
- ◆ publicize plans for youth in -history of, and information

Scholarship (to be referred to Education Committee

-on Jamaica for youths born in Canada
-basketball space
-drop-in centre

- ◆ suggestions to new youth representative
- recognize youth who have been successful and at-risk youth who have made progress referral for testing advice re schools and universities "Career Fair" (Pauline willing to be involved)
- use skills of board and member ship reinstitute "I Have a Dream"

Chair) entrepreneurial information/advice employment/career counselling

The Jamaican Canadian Association

36 Years of service and commitment

Motor Vehicles and Equipment with CFCs

By Carolyn Goldbourne, JIS Officer

As of March 1, 1998, the Government of Jamaica will ban the importation of all motor vehicles with air conditioning units which have Chlorofluorocarbons (CFCs) and all new or used equipment containing CFCs.

Under the Montreal Protocol, which is an international agreement for the phasing out of ozone depleting substances, countries all over the world are implementing plans to curtail the use of CFCs

CFCs have a detrimental effect on the ozone layer which surrounds the earth. It depletes this layer thereby making people more susceptible to skin cancer.

Items covered under the ban include refrigerators and deep freezers, industrial and commercial refrigeration units, display cabinets, bottle coolers, soda fountains,

and also foams and solvents which use or are made up of CFC-11, CFC-12, CFC-113, CFC-114, CFC-115 and fire fighting equipment which use Halon.

For those persons who received their import licences before March 1, the trade board has indicated that they will be allowed to import their motor vehicles as usual.

The trade board will require all persons importing motor vehicles, to indicate on the import licence applications, information on the gas which the air conditioning unit uses. Failure to comply with this requirement will result in penalties being imposed under the Customs Act.

Vehicles imported after March

1st should either have an alternative gas such as Hydrofluorocarbon (HFC) 134A in the air conditioning units, not have an air conditioning fitted, or if there are air conditioning fittings, they should not contain any CFCs

Upcoming events

JCA Walk-a-thon May (Date to be announced)

Annual Picnic July (Date to be announced)

Flag Raising Ceremony August 2, 1998- Toronto City Hall

Jamaica Indep. Church service-August 2, 1998.

Jamaica Indep. Dinner & Dance August 2, 1998.

Staff Profile: Stephanie Payne

I am the Immigrant Settlement & Adaptation Coordinator for JCA. Hired in August 1997, I bring to JCA a background in nursing and fifteen years of experience in the Social Service sector—community development has been my focus. I have resided in the Jane-Finch/Black community for 30 years. I am married

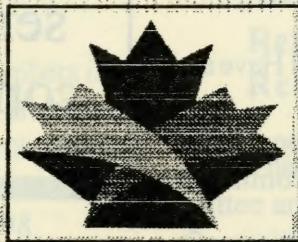
with two grown daughters.

I bring a high level of social consciousness to this position. I have two undergraduate degrees and I am currently completing the final two courses towards a Masters in Education from the Ontario Institute for studies in Education at the University of Toronto.

I also posses a certificate in group dynamics and have completed levels 1-2-3 certificate in addiction studies. Anti-racist practices along with an equitable environment are my areas of strength. I am an avid reader of African literature and issues of third world/African development.

In celebration of Black History Month!!

FREE!!



FREE!!

JCA
PRESENTS

CONTRIBUTIONS OF AFRO-CARIBBEAN PEOPLE TO CANADIAN SOCIETY

Sat. Feb. 21, 1998

JCA Centre

995 Arrow Road

Make this a family affair!!!

REMINDER

KEEP YOUR MEMBERSHIP
DUES CURRENT.

DUES ARE STILL \$20 PER
INDIVIDUAL, \$30 PER
FAMILY.

TO FIND OUT MORE
ABOUT THE JCA AND
MEMBER ACTIVITIES

CALL (416) 746-5772.

Women...continued

recognition of International
Women's Day.

Topics for discussion will include:

1. The Role of Government,
Building a Political Agenda.
2. Female/Male Roles in
Public and Private Life.
3. Equity in the Economy.

You will be kept informed as more
information becomes available.